

Yarn Ethically & Sustainably Sourced (YESS) Policy

At **Artistic Milliners**, we are committed to responsible sourcing practices that align with ethical standards, global due diligence requirements, and YESS Standards. This policy sets forth our expectations for suppliers and establishes a framework for identifying and mitigating risks in the cotton supply chain.

1. Scope:

This policy applies to all suppliers, subcontractors, and business partners involved in the procurement, processing, and distribution of cotton and cotton-based products within our supply chain.

2. Management Process for Risk Identification and Mitigation:

We have implemented a structured approach to managing risks associated with the sourcing of cotton. This includes:

- Conducting supply chain mapping to trace the origin of raw materials.
- Implementing risk assessments to identify forced labor and other ethical concerns.
- Establishing a remediation process for addressing identified risks.
- Engaging with third-party audits to ensure compliance with industry standards.

3. Commitment to Due Diligence and Industry Standards:

Artistic Milliners adheres to internationally recognized due diligence frameworks, including the OECD Due Diligence Guidance for Responsible Supply Chains. We commit to:

- Regularly assessing supply chain risks and taking preventive action.
- Ensuring transparency and accountability in sourcing practices.
- Implementing training programs for employees and suppliers on responsible sourcing.

4. Supplier Expectations:

We require our suppliers to:

- Avoid forced labor and ensure fair working conditions.
- Conduct their own due diligence to mitigate risks in their supply chains.
- Provide accurate documentation and reports regarding material sourcing.
- Cooperate with audits and supplier assessments as part of compliance verification.

5. Consequences for Non-Compliance:

Non-compliance with this policy may result in:

- Suspension or termination of business relationships.
- Requirement to implement corrective action plans.
- Reporting of serious violations to relevant authorities.

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6. Stakeholder Engagement and Feedback Mechanism

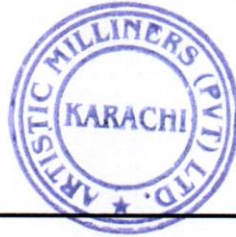
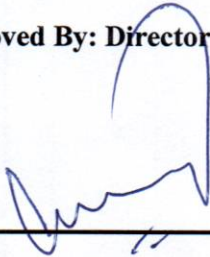
We value input from stakeholders and have established channels for reporting concerns, including:

- A grievance mechanism for affected workers and stakeholders.
- Regular engagement with industry groups and civil society organizations.
- Internal review processes to act on complaints and feedback effectively.

8. Review and Continuous Improvement

This policy will be reviewed annually to ensure its effectiveness and alignment with emerging standards. Updates will be communicated to all relevant stakeholders.

Approved By: Director Operations



Date: 14 Feb 2025

Signature and Stamp.